

For Additional Information

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International Affairs Professional Development

Personnel Initiatives: Building Tomorrow's Workforce

Graduate Studies

A DSCA-led integrated Process Team concentrating on Foreign Military Sales Reinvention, Training, and Career Development recommended a graduate studies program for mid-career international affairs (IA) personnel similar to existing graduate studies programs.

The team chose the Global Masters of Arts Program (GMAP) of Tufts University's Fletcher School to fill this need.

The GMAP is an interdisciplinary program of studies that covers international business, trade, and law, as well as the more traditional fields of history and politics from an international viewpoint. Students from outside the U.S. provide an international perspective for our future leaders to better understand the environment in which they find themselves.

The GMAP is specifically designed for mid-career-level professionals. Subjects covered include.

- Crisis Management and Complex Emergencies
- International Business and Economic Law
- International Finance
- International Negotiation
- International Technology Policy
- International Trade Economics and Investment
- Leadership and Management
- Transnational Social Issues

Current admissions criteria include

- minimum of eight years of professional experience
- a capacity for international responsibilities within a management position
- bachelor's degree or equivalent
- currently assigned to an IA-funded billet

Applicants are also required to submit two essay questions, academic transcripts, letters of sponsorship, and two recommendations. Students must also pass a foreign language test prior to graduation

For additional information, see the Fletcher School web site at <http://fletcher.tufts.edu/GMAP/admissionsGMAPII.shtml>

Certification

This is a program of formal standards and guidelines for ensuring personnel are fully qualified to conduct the day-to-day tasks required of professional IA personnel, and for identifying and recognizing them as such.

Each MILDEP/Agency establishes its own process for certifying its people. The programs are built on DoD guidelines regarding job experience, training, and education requirements for three levels of certification. Major functional areas of this initiative are:

- Security Assistance/FMS
- International Cooperative Research,
- Development, or Acquisition
- International Program Security
- Foreign Disclosure
- Technology Transfer Control
- International Financial Management

The IA program has three levels:

LEVEL I CERTIFICATION. Training standards for this level establish fundamental qualifications and expertise in an individual's specialty as well as specific IA requirements.

LEVEL II CERTIFICATION. At this level, emphasis on specialization declines and the individual begins to broaden his or her general expertise in the overall processes of International Affairs.

LEVEL III CERTIFICATION. By the time individuals reach these senior levels of IA,

they will have completed all appropriate mandatory training and education requirements.

Their careers will have given them depth of knowledge in one or more functional areas, and knowledge ranging across the spectrum of International Affairs.

For additional information on this program, contact your respective service representative at

For AF personnel:

<http://www.iaprograms.usmc/uscg.com/certification.htm>

For Navy personnel:

https://www.nipo.navy.mil/career_development.cfm

For Army Personnel and DoD, non-MILDEP personnel: Online registration will be available approximately 18 June 2004

Internship Program

The Military Departments anticipate significant personnel losses soon due to retirement, reassignment, and other forms of attrition.

To help ameliorate the adverse impact of these losses, internship programs have been, or are being established. These programs will provide new international affairs employees an appropriate mix of functional and international-affairs knowledge, skills, and abilities needed to adequately perform the complex duties that lay before them.

The Navy program builds on its existing acquisition internship programs

The Air Force program is currently under development

The Army internship is planned to be built on the Army Logistics Internship Program.

A non-MILDEP IA internship program, i.e., one sponsored by DSCA, is not planned at this time.